

News Release National Labor Relations Board Office of the General Counsel

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Sacramento Coca-Cola will recognize Teamsters in NLRB settlement

The Sacramento Coca-Cola Bottling Company, Inc. has agreed to recognize Teamsters Local 150 as a representative of its employees following a months-long labor dispute, in a settlement announced today by NLRB San Francisco Regional Director Joseph Frankl.

The employer was already under a federal court order, issued August 23, 2010 by the U.S. District Court for the Eastern District of California at the NLRB's request, which required the company to recognize and bargain with the union pending resolution of the Board's administrative process. As part of the settlement announced today, the Employer will withdraw its appeal of the injunction.

The dispute (NLRB case 20-CA-35021) arose when the company refused to recognize the Teamsters Local as the bargaining representative of approximately 310 employees employed at its three facilities in Sacramento and Modesto, California. The employees had been represented for more than 40 years by a small independent union that merged with the Teamsters Local in April 2010.

The settlement was reached the week before the matter was scheduled to be heard by an NLRB administrative law judge. It requires the company to recognize and bargain in good faith with Teamsters Local 150, to process union grievances and to pay the union dues for which the employees had authorized payroll deduction. The company also pledged not to engage in any conduct that violates rights guaranteed by the National Labor Relations Act.

"This resolution illustrates the value of prompt action to enforce the law, said Regional Director Frankl. "I want to commend the professional and support staff of Region 20 for their outstanding work on this matter."

The National Labor Relations Board is an independent federal agency vested with the authority to safeguard employees' rights to organize and to determine whether to have a union as their collective bargaining representative, and to prevent and remedy unfair labor practices committed by private sector employers and unions.